

Title :

The effect of psychological capital on work-life balance the Mediating Role of Job Satisfaction in Social Security Organization of Isfahan

Abstract :

The study purpose was to investigate the capital psychological on the work equilibrium and employees' life with the mediating role of job satisfaction in Isfahan Social Security Organization. The study was applied type and correlative. The population was all of Isfahan Social Security Organization who were 801. We used randomly classification and the number of sample size formula. To collect the data, we used Luthan (2007), Wang & Kow's work/ life Balance (2009) and job descriptive index (JDI) questionnaires and the reliability obtained 78/0, 79/0 and 80/0, respectively. The validity was confirmed by specialists. To analyze the data, we used descriptive and inferential statistics including Kolomogorv- Smirnov test, independent t- test and ANOVA. The results showed, the psychological capital and its dimensions (self- efficacy, hope, optimism, tolerance, trust. Vitality) had influenced on work/ life Balance of employees. The job satisfaction had influenced on the work/ life Balance and employees' work. Also job satisfaction had mediating role between psychological capital and work/ life Balance.

Keywords :

psychological capital, work/ life Balance, job satisfaction